



LaborMarket*trends*

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Performance vs. Presence: Is Telecommuting Right for your Business?

Telecommuting – It has been touted as one of workforce development's best ideas in the last 20 years. Rather than traveling to an employer's place of business to perform the work, telecommuting, also known as telework, gives employees the option of working from a remote location – home, a client's office, or even in a coffee shop – using remote devices such as laptops, (cell) telephones/blackberries, video conferencing, wireless Internet, and facsimile machines, etc. to get work done.

To many in workforce development, it is a sensible and more efficient method of working. It reduces absenteeism, increases productivity, improves air quality and preserves the environment, conserves energy, and is family friendly. Additionally, it is a welcoming work benefit for employees, particularly those who are physically challenged or are caregivers to elderly or sick relatives. According to Human Resources professionals, this type of benefit can help to strengthen employee retention rate and decrease on-the-job stress, which ultimately results in employees taking fewer time-offs.

Telecommuting surged in the early 2000s when high-speed connectivity and cell phones, with their technological advances, proliferated. Technology, such as Broadband phones, videoconferencing and wireless Internet — now cheaper and more efficient — has made it possible and easier for workers to move away from the traditional office environment. Telecommuting also decentralizes jobs, which gives employers the option of going beyond their geographical location to recruit and hire skilled workers without bearing the expense of employee relocation.

The increase in support for telecommuting is not surprising. According to a 2008 report published by WorldatWork, a global human resources association that focuses on compensation, benefits, and work-life, the percentage of employees and contract telecommuters rose from approximately 28.7 million in 2006 to 33.7 million in 2008 — a 17 percent increase in two years. Advocates say that with the high gas prices, a steady trend toward a green economy, and a focus on balancing family-work life, double digit growth will continue.

While skeptics acknowledge the many benefits of telecommuting, they caution that it is not for every business or employee. Critics cite distractions such as a ringing phone or doorbell, a crying child, a barking dog, etc. that telecommuters must face while working from home, as well as the lack of direct supervision that can make it difficult to clearly define job duties and adhere to important deadlines. Supporters of telecommuting, however, rebuff these concerns pointing out that distractions are equally prevalent in traditional office settings as well. The key, they say, is to identify whether or not the business and employees are "telecommuting ready." Telecommuting is generally considered great for knowledge-based industries. Jobs that are more suitable for telecommuting include graphic/web designing, writing, transcription, and IT, to name a few.

There is no doubt that telecommuting can be a viable work method for many businesses. However, business owners must carefully consider the pros and cons before incorporating a telecommuting program in their business. Decisions not thoroughly thought out may end up being more costly than cost effective.

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Unemployment Rates Seasonally Adjusted

	Dec. 09p	Nov. 09	Dec. 08
MICHIGAN	14.6	14.7	10.2
NEVADA	13.0	12.3	8.4
RHODE ISLAND	12.9	12.7	9.4
SOUTH CAROLINA	12.6	12.3	8.8
CALIFORNIA	12.4	12.4	8.7
DISTRICT OF COLUMBIA	12.1	11.8	8.2
FLORIDA	11.8	11.5	7.6
NORTH CAROLINA	11.2	10.7	8.1
ILLINOIS	11.1	10.9	7.2
OREGON	11.0	10.7	8.3
ALABAMA	11.0	10.5	6.5
OHIO	10.9	10.6	7.6
TENNESSEE	10.9	10.2	7.4
KENTUCKY	10.7	10.6	7.6
MISSISSIPPI	10.6	9.8	7.8
GEORGIA	10.3	10.1	7.5
NEW JERSEY	10.1	9.7	6.8
INDIANA	9.9	9.6	7.8
MISSOURI	9.6	9.4	7.1
WASHINGTON	9.5	9.0	6.5
MASSACHUSETTS	9.4	8.7	6.4
IDAHO	9.1	9.1	6.6
ARIZONA	9.1	8.9	6.1
WEST VIRGINIA	9.1	8.4	4.5
DELAWARE	9.0	8.6	6.6
NEW YORK	9.0	8.6	5.7
PENNSYLVANIA	8.9	8.5	6.6
CONNECTICUT	8.9	8.2	6.4
ALASKA	8.8	8.4	6.8
WISCONSIN	8.7	8.2	5.9
MAINE	8.3	8.0	6.5
TEXAS	8.3	8.0	5.6
NEW MEXICO	8.3	7.8	4.7
ARKANSAS	7.7	7.4	5.7
MARYLAND	7.5	7.3	5.8
WYOMING	7.5	7.2	5.5
COLORADO	7.5	6.9	5.4
LOUISIANA	7.5	6.7	3.2
MINNESOTA	7.4	7.4	6.6
NEW HAMPSHIRE	7.0	6.7	4.3
HAWAII	6.9	6.8	5.9
VIRGINIA	6.9	6.6	5.1
VERMONT	6.9	6.4	5.0
MONTANA	6.7	6.4	5.0
UTAH	6.7	6.3	4.1
OKLAHOMA	6.6	7.1	5.0
IOWA	6.6	6.7	4.6
KANSAS	6.6	6.4	4.4
SOUTH DAKOTA	4.7	4.9	3.9
NEBRASKA	4.7	4.6	3.7
NORTH DAKOTA	4.4	4.1	3.3

National Unemployment Rates

The December 2009 National unemployment rate of 9.7 percent (not seasonally adjusted) was up from the rate in November 2009 and 2.6 percent higher than the rate in December 2008.

The seasonally adjusted National unemployment rate in December 2009 was 10.0 percent; unchanged from the November 2009 rate and 2.6 percent higher than the December 2008, seasonally adjusted, National unemployment rate.

State Unemployment (Seasonally Adjusted)

In December, the District of Columbia had the sixth highest unemployment rate at 12.1 percent. Michigan recorded the highest jobless rate at 14.6 percent followed by Nevada, at 13.0 percent; Rhode Island, at 12.9; South Carolina, at 12.6; and California, at 12.4 percent. North Dakota at 4.4 percent, posted the lowest unemployment rate, followed by Nebraska and South Dakota at 4.7 percent each.

Twenty-one states reported statistically significant over-the-month unemployment rate increases in December. Louisiana and Mississippi recorded the largest of these (+0.8 percentage point each). Twenty-eight states and the District of Columbia registered December rates that were not measurably different from a month earlier. One state, South Dakota, saw a statistically significant rate decrease of -0.2 percentage point.

Compared to a year earlier, all states and the District of Columbia reported significant jobless rate increases from a year earlier.

District of Columbia's Unemployment Rate

District of Columbia's seasonally adjusted December 2009 unemployment rate was 12.1 percent, up 0.3 percent from the November 2009 rate. The December 2009 rate was 3.9 percent higher than the rate in December 2008.

The seasonally adjusted National unemployment rate in December 2009 was 10.0 percent; unchanged from the November 2009 rate and 2.6 percent higher than the December 2008, seasonally adjusted, National unemployment rate.

Unemployment Rates *(Not Seasonally Adjusted)*

	December 09 p	November 09 r	December 08 a
U.S.A.	9.7	9.4	7.1
Washington, DC MSA	6.2	6.1	4.7
Washington, DC MD	6.4	6.2	4.9
D.C.	11.9	11.8	8.9

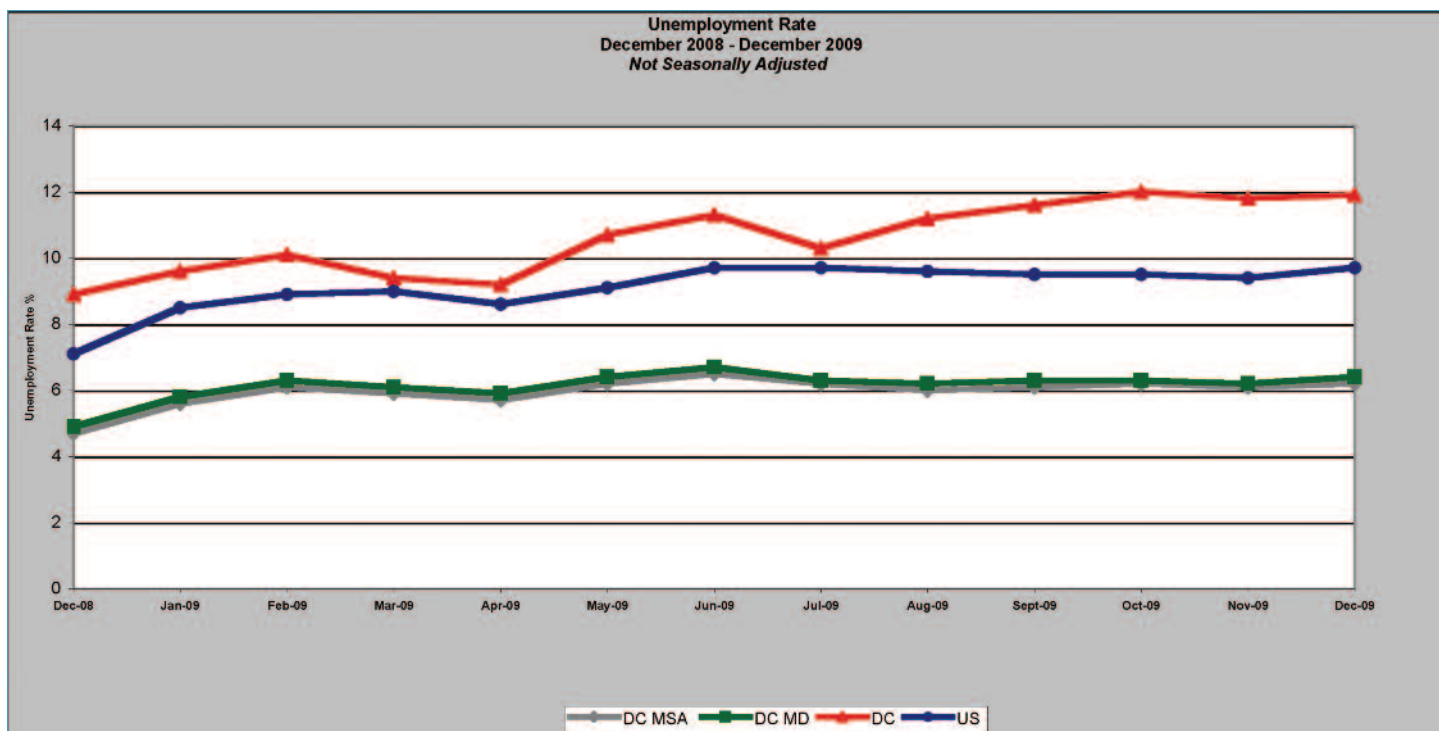
Unemployment Rates *(Seasonally Adjusted)*

U.S.A.	10.0	10.0	7.4
D.C.	12.1	11.8	8.2

p: Preliminary r: Revised a: Reflecting 2008 benchmark revisions

Note: Estimates for the latest year are subject to revision early the following calendar year. Ward labor force statistics based on Census 2000 household data.





District of Columbia's Civilian Labor Force, Employment and Unemployment

Over the month, the District's civilian labor force increased by 800 to 331,600. A total of 291,700 residents were employed and 40,000 were unemployed in December 2009. The number of employed residents was unchanged along with a 1,000 increase in the number of unemployed residents resulted in a 0.3 percent rise in the not seasonally adjusted unemployment rate for December 2009.

From December 2008 to December 2009, the District's civilian labor force decreased by 1,200 as the number of employed residents decreased by 13,700 and the number of unemployed residents increased by 12,600. The District's December 2009 unemployment rate was 3.9 percent higher than the rate in December 2008.

Unemployment Insurance Benefit Statistics

In December 2009, initial claims filed for Unemployment Insurance (UI) in the District of Columbia rose 13.0 percent from the November 2009 level of 1,805 to 2,040. Over the year, UI initial claims were down 21.4 percent from the 2,597 level in December 2008. The December 2009 initial claims for all programs were up from November 2009 by 236 to 2,079 and lower by 552 or -21.0 percent from the December 2008 level of 2,631.

For the all programs total, Benefits paid increased 20.8 percent to \$20,224,055, weeks compensated were up 20.6 percent to

69,188, first payments were up 19.6 percent to 2,794, final payments were down 9.8 percent to 2,015, and the average weekly benefit amount (A.W.B.A.) rose 0.2 percent to \$292.31. Weeks claimed was down 14.3 percent to 28,504.

Over the year, Benefits paid decreased by 7.6 percent, weeks compensated dropped 9.0 percent, first payments were down 2.1 percent, final payments were up 66.0 percent, while the average weekly benefit amount was up 1.5 percent from the \$288.02 December 2008 amount. Weeks claimed were up 7.6 percent.

Washington Metropolitan Division Civilian Labor Force Employment and Unemployment Rate

The civilian labor force in the Washington Metropolitan Division decreased by 11,100 in December 2009 as employment decreased by 14,000 and the number unemployed increased by 2,900. The unemployment rate in the Washington Metropolitan Division, at 6.4 percent in December, was up 0.2 percent from the rate in November 2009.

Over the last twelve months, the number of employed residents in the Washington Metropolitan Division fell by 49,800. With 35,500 more unemployed division residents, the division civilian labor force fell by 14,300. The metropolitan division's December 2009 unemployment rate was up 1.5 percent from the rate in December 2008.

Employment Status for the Civilian Population District of Columbia, Washington Metropolitan Division and Statistical Area — December 2009/a

	December /b 2009	November /c 2009	December /d 2008	Net Change From November /c 2009	December /d 2008
SEASONALLY ADJUSTED					
Washington, D.C.					
Civilian Labor Force	331,600	330,800	332,800	800	-1,200
Total Employed	291,700	291,700	305,400	0	-13,700
Total Unemployed	40,000	39,000	27,400	1,000	12,600
Unemployment Rate	12.1	11.8	8.2	0.3	3.9
SEASONALLY UNADJUSTED					
Washington, D.C.					
Civilian Labor Force	329,200	329,300	328,800	-100	400
Total Employed	289,900	290,500	299,600	-600	-9,700
Total Unemployed	39,300	38,800	29,200	500	10,100
Unemployment Rate	11.9	11.8	8.9	0.1	3.0
Washington, D.C. Metropolitan Division					
Civilian Labor Force	2,363,200	2,374,300	2,377,500	-11,100	-14,300
Total Employed	2,212,300	2,226,300	2,262,100	-14,000	-49,800
Total Unemployed	150,900	148,000	115,400	2,900	35,500
Unemployment Rate	6.4	6.2	4.9	0.2	1.5
Suburban Ring					
Civilian Labor Force	2,664,900	2,680,700	2,681,800	-15,800	-16,900
Total Employed	2,519,600	2,537,200	2,570,300	-17,600	-50,700
Total Unemployed	145,300	143,600	111,500	1,700	33,800
Unemployment Rate	5.5	5.4	4.2	0.1	1.3
Washington, D.C. MSA					
Civilian Labor Force	2,994,100	3,010,000	3,010,600	-15,900	-16,500
Total Employed	2,809,500	2,827,700	2,869,900	-18,200	-60,400
Total Unemployed	184,600	182,400	140,700	2,200	43,900
Unemployment Rate	6.2	6.1	4.7	0.1	1.5

a/ Data may not add to the totals due to independent rounding. b/ Preliminary. c/ Revised. d/ Data reflect 2008 benchmark revisions.

Estimated Labor Force and Employment for the Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division includes The District of Columbia, Virginia Cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park; the Virginia Counties of Arlington, Clarke, Fairfax, Loudon, Prince William, Spotsylvania, Stafford, and Warren; the Maryland Counties of Calvert, Charles, and Prince Georges; and the West Virginia County of Jefferson.

Estimated Labor Force and Employment for the Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area includes the Washington-Arlington-Alexandria Metropolitan Division and the Bethesda-Frederick-Gaithersburg Metropolitan Division which includes the Counties of Frederick and Montgomery in Maryland.

SOURCE: Prepared by the D.C. Department of Employment Services, Office of Labor Market Research and Information in cooperation with the Virginia Employment Commission, the Maryland Department of Labor, Licensing and Regulation, the West Virginia Bureau of Employment Programs, and the U.S. Department of Labor, Bureau of Labor Statistics

Washington Metropolitan Area Civilian Labor Force Employment and Unemployment Rate

The civilian labor force in the suburban ring of communities surrounding the District of Columbia decreased by 15,800 in December 2009 as employment fell by 17,600 and the number of unemployed residents increased by 1,700. The unemployment rate in the suburban ring, at 5.5 percent in December, was up 0.1 percent from the rate in November 2009.

Over the year, there was a decrease of 50,700 employed residents in the suburban ring. With 33,800 more unemployed suburban residents, the suburban civilian labor force fell by 16,900. The suburban ring's December unemployment rate was up 1.3 percent from December 2008.

For the Washington Metropolitan Statistical Area, the number of persons in the civilian labor force decreased by 15,900 in December 2009. The number of employed residents decreased by 18,200. The number of unemployed residents increased by 2,200. The metropolitan area's unemployment rate for December 2009 is 6.2 percent, up 0.1 percent from the rate in November 2009.

Compared to December 2008, the metropolitan area's civilian labor force fell by 16,500. Employment decreased by 60,400 and unemployed rose by 43,900. The Washington Metropolitan area's December 2009 unemployment rate was up 1.5 percent from the December 2008 rate of 4.7 percent.

Selected Unemployment Insurance Benefit Statistics (Regular Programs)
District of Columbia | December 2009

	December 2009	November 2009	December 2008	% Change From November 2009 December 2008	
State UI Program a/					
Initial Claims	2,040	1,805	2,597	13.0	-21.4
Weeks Claimed	27,807	32,331	25,938	-14.0	7.2
Weeks Compensated	66,912	55,417	73,216	20.7	-8.6
Benefits Paid	\$19,497,928	\$16,126,310	\$21,020,862	20.9	-7.2
A.W.B.A.	\$291.40	\$291.00	\$287.11	0.1	1.5
First Payments	2,733	2,257	2,798	21.1	-2.3
Final Payments	1,958	2,144	1,171	-8.7	67.2
Beneficiaries	n/a	n/a	n/a	n/a	n/a
Federal Program b/					
Initial Claims	34	32	32	6.3	6.3
Weeks Claimed	566	745	466	-24.0	21.5
Weeks Compensated	2,097	1,812	2,621	15.7	-20.0
Benefits Paid	\$666,150	\$566,633	\$811,090	17.6	-17.9
A.W.B.A.	\$317.67	\$312.71	\$309.46	1.6	2.4
First Payments	57	67	52	-14.9	9.6
Final Payments	51	82	38	-37.8	34.2
Beneficiaries	n/a	n/a	n/a	n/a	n/a
Ex-Servicepersons Program c/					
Initial Claims	5	6	2	-16.7	150.0
Weeks Claimed	131	166	94	-21.1	39.4
Weeks Compensated	179	142	191	26.1	-6.3
Benefits Paid	\$59,977	\$46,230	\$65,613	29.7	-8.6
A.W.B.A.	\$335.07	\$325.56	\$343.52	2.9	-2.5
First Payments	4	13	3	-69.2	33.3
Final Payments	6	7	5	-14.3	20.0
Beneficiaries	n/a	n/a	n/a	n/a	na
Total - All Programs					
Initial Claims	2,079	1,843	2,631	12.8	-21.0
Weeks Claimed	28,504	33,242	26,498	-14.3	7.6
Weeks Compensated	69,188	57,371	76,028	20.6	-9.0
Benefits Paid	\$20,224,055	\$16,739,173	\$21,897,565	20.8	-7.6
A.W.B.A.	\$292.31	\$291.77	\$288.02	0.2	1.5
First Payments	2,794	2,337	2,853	19.6	-2.1
Final Payments	2,015	2,233	1,214	-9.8	66.0
Beneficiaries	n/a	n/a	n/a	n/a	n/a

a/ Includes joint claims with Unemployment Compensation for Federal Employees (UCFE)
and/or Unemployment Compensation for Ex-Servicepersons (UCX).

b/ Includes joint claims with Unemployment Compensation of Ex-Servicepersons (UCX).

c/ No joint claims.

District of Columbia Job Growth

The number of District wage and salary jobs increased by 600 in December 2009. The private sector lost 100 jobs while the public sector gained 700 jobs. In the private sector, trade, transportation and utilities added 500 jobs and professional and business services added 1,000 jobs. All other private sectors had job losses, educational and health services lost 100 jobs, leisure and hospitality lost 400 jobs, other services lost 700 jobs, mining, logging and construction lost 200 jobs, information and financial activities lost 100 jobs each. Meanwhile, manufacturing were unchanged over the month. In the public sector, the Federal Government gained 600 jobs; State Government added 100 jobs while transportation was unchanged over the month.

In the last twelve months, the District gained a total of 6,100 jobs. The private sector lost 2,400 jobs while the public sector gained 8,500 jobs. The private sector growth occurred in educational and health services up by 2,200 jobs, leisure and hospitality up by 600 jobs and professional and business services up by 1,000 jobs. Job losses occurred in other services down by 1,700 jobs, mining, logging and construction down by 500 jobs, trade, transportation and utilities down by 800 jobs, financial activities down by 1,400 jobs, information down by 1,700 jobs, and manufacturing down by 100 jobs. In the public sector, the District Government gained 600 jobs, the Federal Government gained 7,900 jobs, and transportation was unchanged.

Washington Metropolitan Division Job Growth

Total wage and salary employment in the Washington Metropolitan Division decreased over the month by 800 jobs. The private sector increased by 200 jobs, while the public sector dropped 1,000 jobs. Within the private sector, gains were registered in professional and business services up by 600 jobs, trade, transportation and utilities up by 2,300 jobs, financial activities up by 100 jobs educational and health services up by 600 jobs and other services up by 200. Job losses were registered in leisure and hospitality down by 2,200 jobs, mining, logging and construction down by 500 jobs, information down by 600 jobs and manufacturing down by 500 jobs. In the public sector, the federal government gained 900 jobs; the state government gained 300 jobs; and the local government dropped 2,200 jobs.

During the last twelve months, the Washington Metropolitan Division lost a total of 18,800 jobs. The private sector dropped 34,100 jobs and the public sector gained 15,300 jobs. The private sector growth occurred in educational and health services up by 5,400 jobs. Losses occurred in professional and business services down by 5,500 jobs, other services down by

600 jobs, leisure and hospitality down by 1,200 jobs, trade, transportation and utilities down by 8,000 jobs, mining, logging and construction down by 12,000 jobs, financial activities down by 3,100 jobs, information down by 7,000 jobs, and manufacturing down by 2,100 jobs. In the public sector, local government lost 500 jobs; the federal government gained 11,800 jobs; and state government added 4,000 jobs.

Washington Metropolitan Statistical Area Job Growth

Total wage and salary employment in the Washington Metropolitan Statistical Area decreased over the month in December 2009 by 2,300. The private sector decreased by 600 jobs and the public sector declined by 1,700 jobs. Within the private sector, gains were recorded in educational and health services up by 600 jobs, trade, transportation and utilities up by 3,600 jobs, and other services up by 400 jobs. Losses were registered in leisure and hospitality down by 2,600 jobs, mining, logging and construction down by 1,100 jobs, professional and business services down by 500, manufacturing down by 300 jobs, financial activities down by 100 jobs and information down by 600 jobs. In the public sector, the federal government gained 1,000 jobs.

During the past twelve months, the Washington Metropolitan Statistical Area lost 15,700 jobs. The private sector lost 32,400 jobs while the public sector gained 16,700 jobs. Private sector gains were registered in professional and business services up by 4,900 jobs and educational and health services up by 4,400 jobs. Losses occurred in other services down by 900 jobs, leisure and hospitality down by 1,000 jobs, trade, transportation, and utilities down by 10,400 jobs, mining, logging and construction down by 14,400 jobs, financial activities down by 5,400 jobs, information down by 7,000 jobs and manufacturing down by 2,600 jobs. In government, the federal government gained 13,400 jobs over the year.



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Questions that businesses should consider before pursuing a telecommuting program:

- ▶ Are systems in place to ensure that managers are prepared to monitor your telecommuter's work and performance?
- ▶ Are your managers and employees trained on remote working relationship and procedures?
- ▶ If your entire staff is not on board for telecommuting, do you have an optional plan for those not interested in participating?
- ▶ Are telecommuters willing to take a pay cut for the opportunity to telecommute?
- ▶ Is your telecommuter organized, independent and self motivated? Or, does he/she require being micro-managed in order to be productive?
- ▶ "Do you have the right controls in place so that telecommuting will not increase the risk of classified company information being exposed?"
- ▶ Do you have the budget required to install an effective telecommuting program?

Tips small companies should employ to ensure a "head-ache free" telecommuting program:

- ▶ Create a written policy outlining expectations and limitations. This policy should clarify frequency (how often employees are allowed to telework).
- ▶ Be clear about assignments, deadlines, and priorities.
- ▶ Focus more on results of the work and not on hour-to-hour tracking of work being performed.
- ▶ Make sure that all your remote system are in good working order and are compatible with your traditional office equipments.
- ▶ Keep in touch regularly so that the telecommuter understands that he/she is still a part of a team.

—Adrienne Staggs Davis, *Communication Strategist, Cenarios Strategic Marketing & Creative Services, LLC.*

Wage and Salary Employment by Industry and Place of Work a/ [in Thousands]

INDUSTRY	District of Columbia			Metropolitan Division		
	Dec. b/ 2009	Nov. c/ 2009	Dec. 2008	Dec. b/ 2009	Nov. c/ 2009	Dec. 2008
TOTAL	713.8	713.2	707.7	2,419.6	2,420.4	2,438.4
Total Private Sector	471.5	471.6	473.9	1,834.6	1,834.4	1,868.7
Total Government	242.3	241.6	233.8	585.0	586.0	569.7
Total Goods Producing	13.2	13.4	13.8	154.0	154.8	168.1
Manufacturing	1.3	1.3	1.4	37.6	37.9	39.7
Durable Goods	na	na	na	22.4	22.6	23.9
Non-Durable Goods	na	na	na	15.2	15.3	15.8
Mining, Logging & Construction	11.9	12.1	12.4	116.4	116.9	128.4
Construction of Buildings	na	na	na	24.0	23.8	27.6
Heavy and Civil Engineering Construction	na	na	na	15.2	15.1	15.6
Specialty Trade Contractors	na	na	na	76.5	77.6	84.2
Total Service Providing	700.6	699.8	693.9	2,265.6	2,265.6	2,270.3
Trade, Transportation & Utilities	27.5	27.0	28.3	313.5	311.2	321.5
Wholesale Trade	4.6	4.6	4.7	52.5	52.8	54.1
Retail Trade	18.4	17.9	19.0	204.6	202.3	210.4
Motor Vehicle and Parts Dealers	na	na	na	23.8	23.4	23.7
Building Material and Garden Equipment and Supplies Dealers	na	na	na	13.6	13.9	15.1
Food & Beverage Stores	na	na	na	40.2	40.4	39.8
Clothing and Clothing Accessories Stores	na	na	na	26.4	24.6	25.5
Department Stores	na	na	na	26.6	25.9	26.9
Transportation, Warehousing & Utilities	4.5	4.5	4.6	56.4	56.1	57.0
Utilities	na	na	na	7.4	7.4	7.6
Transportation & Warehousing	na	na	na	49.0	48.7	49.4
Air Transportation	na	na	na	13.4	12.3	12.5
Information	18.5	18.6	20.2	66.9	67.5	73.9
Publishing industries (except Internet)	6.6	6.7	7.0	na	na	na
Financial Activities	26.8	26.9	28.2	106.8	106.7	109.9
Finance and insurance	15.5	15.5	16.6	67.7	67.6	69.1
Credit Intermediation and Related Activities	7.6	7.6	7.8	37.4	37.3	37.3
Depository Credit Intermediation	na	na	na	18.7	18.5	18.8
Nondepository Credit Intermediation	na	na	na	12.8	12.8	13.5
Real Estate and Rental and Leasing	11.3	11.4	11.6	39.1	39.1	40.8
Professional and Business Services	152.6	151.6	151.6	553.2	552.6	558.7
Professional, Scientific, and Technical Services	101.9	101.1	103.1	371.9	372.6	380.5
Legal Services	35.0	34.9	36.2	45.2	45.4	48.5
Accounting, Tax Preparation, Bookkeeping, & Payroll Services	na	na	na	18.8	18.8	19.5
Architectural, Engineering, & Related Services	na	na	na	47.2	47.3	47.6
Computer Systems Design and Related Services	na	na	na	135.5	136.2	136.4
Management, Scientific, and Technical Consulting Services	na	na	na	71.0	71.2	71.8
Scientific Research and Development Services	11.9	11.7	12.1	na	na	na
Management of Companies and Enterprises	na	na	na	31.8	31.0	31.7
Administrative & Support & Waste Management & Remediation Services	49.7	48.9	47.6	149.5	149.0	146.5

Wage and Salary Employment by Industry and Place of Work a/ [in Thousands] *continued*

INDUSTRY	District of Columbia			Metropolitan Division		
	Dec. b/ 2009	Nov. c/ 2009	Dec. 2008	Dec. b/ 2009	Nov. c/ 2009	Dec. 2008
<i>(continued)</i>						
Employment Services	12.4	12.6	12.5	29.9	30.3	29.7
Investigation and Security Services	9.3	9.3	8.8	na	na	na
Services to Buildings and Dwellings	11.3	11.2	11.7	48.5	48.0	47.7
Educational and Health Services	109.2	109.3	107.0	276.8	276.2	271.4
Educational Services	50.9	50.6	50.1	87.2	86.3	84.4
Colleges, Universities, and Professional Schools	34.4	34.4	37.0	57.9	56.2	49.5
Health Care and Social Assistance	58.3	58.7	56.9	189.6	189.9	187.0
Ambulatory Health Care Services	13.7	13.8	13.3	71.4	71.8	68.4
Offices of Physicians	na	na	na	26.8	27.4	26.8
Outpatient Care Centers	na	na	na	8.8	8.9	8.7
Hospitals	25.7	25.6	25.3	58.6	58.7	58.1
Nursing and Residential Care Facilities	7.1	7.1	6.8	26.9	26.8	27.3
Social Assistance	na	na	na	32.7	32.6	33.2
Child Day Care Services	na	na	na	14.6	14.4	14.3
Leisure and Hospitality	59.3	59.7	58.7	210.4	212.6	211.6
Arts, Entertainment, and Recreation	7.2	7.3	7.3	23.6	24.2	27.3
Accommodation and Food Services	52.1	52.4	51.4	186.8	188.4	184.3
Accommodation	14.6	14.7	14.9	35.6	35.8	36.0
Food Services and Drinking Places	37.5	37.7	36.5	151.2	152.6	148.3
Full-Service Restaurants	19.3	19.2	19.0	77.6	77.6	75.0
Limited-Service Eating Places	10.8	11.0	11.1	62.7	63.6	59.2
Special Food Services	5.0	5.1	4.6	10.7	10.8	11.9
Other Services	64.4	65.1	66.1	153.0	152.8	153.6
Personal and Laundry Services	na	na	na	29.4	29.0	27.4
Religious, Grantmaking, Civic, Professional, & Similar Organizations	57.5	58.2	59.1	110.2	111.1	110.3
Business, Professional, Labor, Political, & Similar Organizations	26.9	27.0	27.4	43.6	43.8	44.3
Government	242.3	241.6	233.8	585.0	586.0	569.7
Federal Government	202.7	202.1	194.8	318.4	317.5	306.6
State Government & Local Government / Public Transportation	39.6	39.5	39.0	na	na	na
State Government	35.8	35.7	35.2	86.1	85.8	82.1
Local Government	na	na	na	180.5	182.7	181.0
Public Transportation	3.8	3.8	3.8	na	na	na

a/ Data may not equal totals due to independent rounding. Data reflects 2008 benchmark revisions. b/ Preliminary. c/ Revised.

Data includes all full and part-time employees who worked or received pay for any part of pay period which includes the 12th of the month. Proprietors, self-employed, unpaid family workers, and private household workers are excluded. The Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division includes the District of Columbia; Calvert County, MD; Charles County, MD; Prince George's County, MD; Arlington County, VA; Clarke County, VA; Fairfax County, VA; Fauquier County, VA; Loudoun County, VA; Prince William County, VA; Spotsylvania County, VA; Stafford County, VA; Warren County, VA; Alexandria City, VA; Fairfax City, VA; Falls Church City, VA; Fredericksburg City, VA; Manassas City, VA; Manassas Park City, VA; and Jefferson County, WV

SOURCE: Prepared by the Department of Employment Services Office of Labor Market Research and Information in cooperation with the Virginia Employment Commission, the Maryland Department of Labor, Licensing and Regulation, the West Virginia Bureau of Employment Programs and the U.S. Bureau of Labor Statistics.

**Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area
Wage and Salary Employment by Industry and Place of Work a/ (In Thousands)**

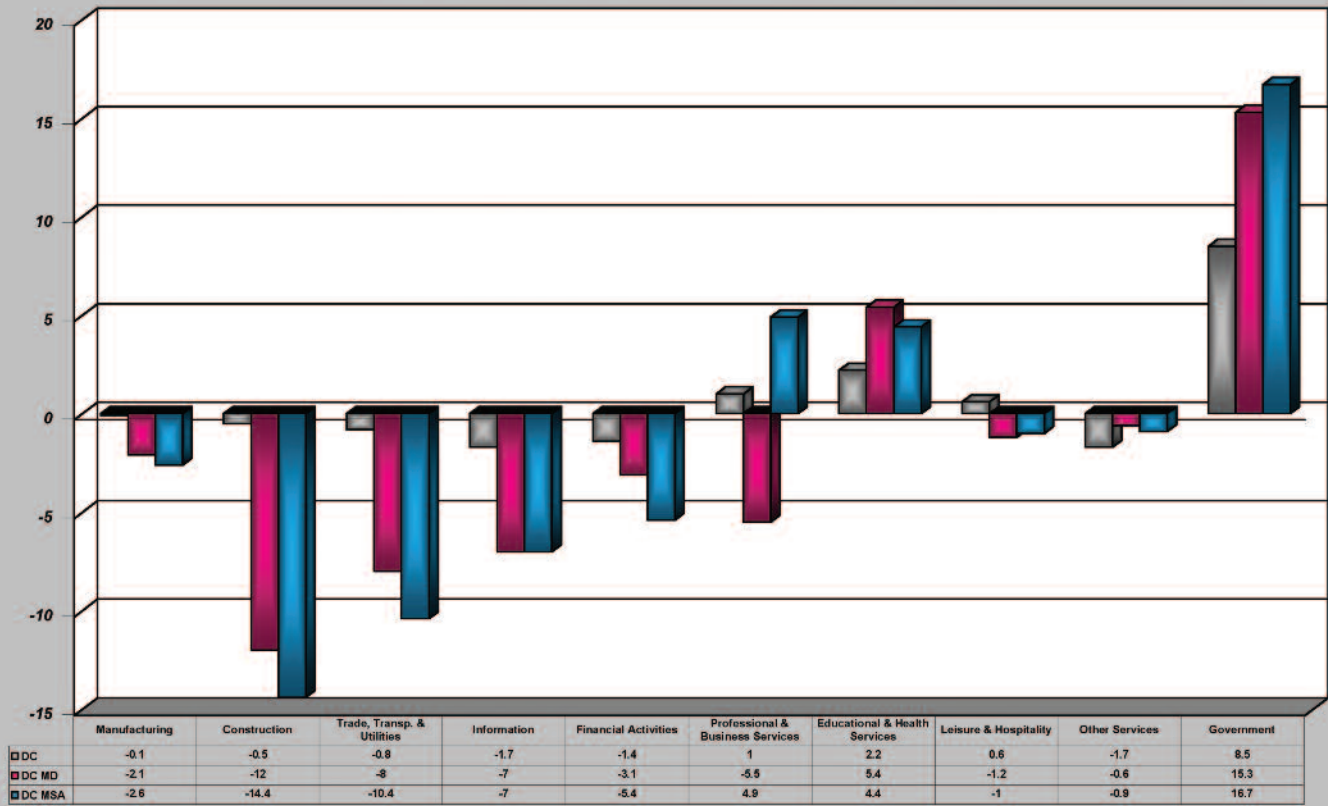
INDUSTRY	Dec. b/ 2009	Nov. c/ 2009	Dec. 2008	Change from	
				Nov. 2009	Dec. 2008
TOTAL	2999.5	3001.8	3015.2	-2.3	-15.7
Total Private Sector	2312.7	2313.3	2345.1	-0.6	-32.4
Total Government	686.8	688.5	670.1	-1.7	16.7
Total Goods Producing	209.9	211.3	226.9	-1.4	-17.0
Manufacturing	57.2	57.5	59.8	-0.3	-2.6
Mining, Logging & Construction	152.7	153.8	167.1	-1.1	-14.4
Specialty Trade Contractors	98.1	99.5	106.7	-1.4	-8.6
Total Service Providing	2789.6	2790.5	2788.3	-0.9	1.3
Trade, Transportation & Utilities	391.9	388.3	402.3	3.6	-10.4
Wholesale Trade	67.0	67.4	69.3	-0.4	-2.3
Retail Trade	262.1	258.4	269.4	3.7	-7.3
Food & Beverage Stores	53.7	53.8	53.3	-0.1	0.4
Department Stores	34.5	33.6	34.8	0.9	-0.3
Transportation, Warehousing & Utilities	62.8	62.5	63.6	0.3	-0.8
Information	83.4	84.0	90.4	-0.6	-7.0
Financial Activities	146.8	146.9	152.2	-0.1	-5.4
Finance and insurance	96.1	96.0	98.3	0.1	-2.2
Credit Intermediation and Related Activities	49.2	49.1	49.7	0.1	-0.5
Professional and Business Services	690.0	690.5	685.1	-0.5	4.9
Professional, Scientific, and Technical Services	456.9	458.1	460.4	-1.2	-3.5
Computer Systems Design and Related Services	157.4	158.0	157.6	-0.6	-0.2
Administrative & Support & Waste Management & Remediation Services	187.1	187.1	184.1	0.0	3.0
Employment Services	39.0	39.7	39.3	-0.7	-0.3
Educational and Health Services	349.4	348.8	345.0	0.6	4.4
Health Care and Social Assistance	249.7	250.0	249.6	-0.3	0.1
Ambulatory Health Care Services	97.5	97.8	94.3	-0.3	3.2
Offices of Physicians	37.9	38.4	37.6	-0.5	0.3
Hospitals	71.9	71.7	71.1	0.2	0.8
Leisure and Hospitality	257.3	259.9	258.3	-2.6	-1.0
Accommodation and Food Services	225.4	227.3	222.9	-1.9	2.5
Food Services and Drinking Places	185.9	187.4	182.9	-1.5	3.0
Other Services	184.0	183.6	184.9	0.4	-0.9
Government	686.8	688.5	670.1	-1.7	16.7
Federal Government	366.0	365.0	352.6	1.0	13.4

a/ Data may not equal totals due to independent rounding. Data reflects 2008 benchmark revisions. b/ Preliminary. c/ Revised.

Data includes all full and part-time employees who worked or received pay for any part of pay period which includes the 12th of the month. Proprietors, self-employed, unpaid family workers, and private household workers are excluded. The Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area includes The Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division and the Bethesda-Frederick-Gaithersburg, MD Metropolitan Division. The Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division includes the District of Columbia; Calvert County, MD; Charles County, MD; Prince George's County, MD; Arlington County, VA; Clarke County, VA; Fairfax County, VA; Fauquier County, VA; Loudoun County, VA; Prince William County, VA; Spotsylvania County, VA; Stafford County, VA; Warren County, VA; Alexandria City, VA; Fairfax City, VA; Falls Church City, VA; Fredericksburg City, VA; Manassas City, VA; Manassas Park City, VA; and Jefferson County, WV. SOURCE: Prepared by the Department of Employment Services Office of Labor Market Research and Information in cooperation with the Virginia Employment Commission, the Maryland Department of Labor, Licensing and Regulation, the West Virginia Bureau of Employment Programs and the U.S. Bureau of Labor Statistics.

Net Job Change
December 2008 - December 2009

Jobs
in
Thousands



TOP 30 HIGH DEMAND OCCUPATIONS IN D.C.

	Average Annual Openings	Mean Hourly Wage
Business Operations Specialists, all other	353	\$40.40
Lawyers	240	\$69.00
Computer Software Engineers, Applications	210	\$38.57
Security Guards	182	\$14.23
Janitors & Cleaners, Except Maids & Housekeeping cleaners	181	\$11.74
Public Relations Specialists	178	\$44.06
Office Clerks, General	174	\$15.69
Paralegals & Legal Assistants	160	\$27.62
Elementary School Teachers, Except Special Ed	157	****
Customer Service Representatives	140	\$17.36
Computer Systems Analysts	139	\$38.56
Network & Computer Systems Administrators	134	\$35.76
Executive Secretaries & Administrative Assistants	132	\$22.96
Maids & Housekeeping Cleaners	126	\$13.25
Network Systems & Data Communications Analysts	122	\$35.22
Accountants & Auditors	117	\$34.21
Food Preparation Workers	116	\$11.22
Child Care Workers	110	\$11.75
Management Analysts	106	\$37.57
Legal Secretaries	99	\$28.90
Waiters & Waitresses	97	\$10.92
Laborers & Freight, Stock, & Material Movers, Hand	97	\$13.44
Writers & Authors	91	\$30.39
General & Operations Managers	86	\$58.68
Social & Human Service Assistants	84	\$16.77
Teacher Assistants	79	****
Combined Food Preparation Workers, Inc Fast Food	77	\$10.66
Registered Nurses	77	\$32.09
Receptionists & Information Clerks	71	\$14.44
Retail Salespersons	70	\$12.64

****Data Suppressed

Openings - based on the 2006-2016 Occupational Employment Projections of the Department of Employment Services (Does not include Farm, Fishing & Forestry occupations.)

Wage data - source: Occupational Employment Survey of the U.S. Bureau of Labor Statistics, May 2007

TOP 20 EMPLOYERS IN THE PRIVATE SECTOR IN D.C.

Rank	Employer
1	Howard University
2	Georgetown University
3	George Washington University
4	Washington Hospital Center
5	Children's National Medical Center
6	Fannie Mae
7	Georgetown University Hospital
8	American University
9	Providence Hospital
10	Howard University Hospital
11	The Washington Post
12	Corporate Advisory Board
13	Catholic University of America
14	Sibley Memorial Hospital
15	Marriott Hotel Services
16	George Washington University Hospital
17	American National Red Cross
18	Admiral Security
19	Hyatt Regency
20	Safeway Inc.

(Based on employment levels reported to the District's Unemployment Compensation Program as of September 2006. Ranked by size of workforce.)

CONSUMER PRICE INDEX, ANNUAL CHANGE IN %

All items. All urban consumers.

	Dec. 09	Nov. 09	Dec. 08	Nov. 08
Wash.-Balti. DC-MD-VA-WV	na	1.6	na	2.5
U.S.A.	2.7	1.8	0.1	1.1

(All items. All urban consumers. Not Seasonally Adjusted.)
(1982-84 = 100 for U.S. Nov. 1996 = 100 for Washington-Baltimore, DC-MD-VA-WV)
na: not available

DEMOGRAPHIC / ECONOMIC INDICATORS

	D.C.	U.S.A.
Population, July 1, 2008 estimate	591,833	304,059,724
Population, percent change* (April 1, 2000-July 1, 2008)	3.8%	8.0%
Persons under 18 years old, 2008	18.9%	24.3%
High school graduates, percent (Persons age 25+, 2007)	85.7%	84.5%
Homeownership rate, 2006	45.8%	67.3%
Median household income, 2007	\$54,317	\$41,994
Per capita income, 2007	\$40,379	\$21,587
Persons below poverty, percent, 2007	17.1%	13.0%
Retail sales per capita, 2002	\$5,422	\$10,615
Private nonfarm employment, percent change (Average annual rate; 1998-2008)	14.9%	8.8%
Persons per square mile, 2000	9,378.0	79.6

Sources: U.S. Census Bureau, 2008 Population Estimates, 2007 American Community Survey, Economic Census 2002, 2000 Census, U.S. Bureau of Labor Statistics, Current Employment Statistics Program

DISTRICT OF COLUMBIA TOP 30 FASTEST GROWING OCCUPATIONS 2006 - 2016*

Occupational Title	Empl 2006	Empl 2016	Growth Rate
Network Systems and Data Communications Analysts	1,912	3,132	6.38%
Computer Software Engineers, Applications	4,111	6,212	5.11%
Vocational Education Teachers, Postsecondary	183	261	4.26%
Special Education Teachers, Middle School	303	424	3.99%
Special Education Teachers, Preschool, Kindergarten, and Elementary	319	443	3.89%
Industrial Engineers	409	563	3.77%
Elementary School Teachers, except Special Education	4,254	5,822	3.69%
Substance Abuse and Behavioral Disorder Counselors	456	622	3.64%
Middle School Teachers, except Special and Vocational Education	1,582	2,156	3.63%
Home Health Aides	914	1,239	3.56%
Personal and Home Care Aides	1,266	1,708	3.49%
Computer Systems Analysts	4,202	5,591	3.31%
Self-enrichment Education Teachers	1,078	1,434	3.30%
Forensic Science Technicians	131	174	3.28%
Social and Human Service Assistants	2,628	3,465	3.18%
Education Administrators, Elementary and Secondary School	517	680	3.15%
Court Reporters	543	714	3.15%
Computer Software Engineers, Systems Software	2,448	3,208	3.10%
Network and Computer Systems Administrators	4,459	5,803	3.01%
Secondary School Teachers, except Special and Vocational Education	1,731	2,240	2.94%
Database Administrators	1,786	2,311	2.94%
Fitness Trainers and Aerobics Instructors	1,043	1,342	2.87%
Dental Hygienists	278	357	2.84%
Special Education Teachers, Secondary School	317	406	2.81%
Kindergarten Teachers, except Special Education	353	452	2.80%
Tour Guides and Escorts	376	480	2.77%
Sales Representatives, Services, All Other	1,562	1,989	2.73%
Child Care Workers	4,027	5,124	2.72%
Lodging Managers	184	234	2.72%
Mental Health Counselors	406	505	2.44%

(The fastest growing occupations are those with over 100 jobs and highest growth rates.)

Note: *Based on the 2006 - 2016 Occupational Employment Projections of the Department of Employment Services

Source: Department of Employment Services, Office of Labor Market Research and Information



The Labor Market Trends Washington Metropolitan Newsletter is a monthly publication of the D.C. Department of Employment Services' Office of Labor Market Research and Information (OLMRI). For inquiries/comments/suggestions, please call (202) 671-1633.

Notice of Non-Discrimination

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The Department of Employment Services is an Equal Opportunity Employer/Provider. Auxiliary aids and services are available upon request to persons with disabilities.

LABOR MARKET RESEARCH INFORMATION

District of Columbia



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